



STATE OF HAWAII
DEPARTMENT OF HUMAN RESOURCES DEVELOPMENT

235 S. BERETANIA STREET
HONOLULU, HAWAII 96813-2437

April 30, 2004

Dear State Social Worker:

Because of the rapidly changing situation, we wanted you to have accurate information on the status of our efforts to implement our Social Worker Classification Study. You may be aware that our intent was to implement all of the changes on May 1, 2004. However, due to the concerns expressed during the 2004 Legislative Session, the changes will be done incrementally. Only one change will be implemented on May 1, 2004. Other changes will be implemented later in May. And, still other changes will need to be discussed further.

This open letter is to give you an immediate update through official channels of what will happen on May 1, 2004 and during the month of May.

Planned Activities for May 1, 2004, and during the month of May.

Currently. There is currently pending before the Legislature a Senate Concurrent Resolution (SCR No. 127), which is asking the Department of Human Resources Development to delay the implementation of the elimination of the Social Worker series. The Resolution has gone through Conference Committee and the Conference version (C.D. 1) delays the implementation of the elimination of the Social Worker series "for a minimum of 3 months but for not more than 9 months." If this Resolution passes, it will definitely have an impact on our efforts to implement our Social Worker Classification Study. We will then have to determine what parts of our Classification Study we can still implement and what parts we would not be able to.

On May 1. All Social Worker positions in the Hawaii Paroling Authority will be converted to the new Parole Officer series. (A description of that series should be available for viewing on the web by May 7, 2004, at the HRD home page at <http://www.hawaii.gov/hrd/>.)

By May 15. The new Human Services Professional (HSP) series will be established. Please note that this new series will not lessen the qualifications required of individuals hired to fill our State positions. To the contrary, it will permit a broader pool of applicants with more varied backgrounds to apply for these positions. (A comparison of

the qualification requirements for the current Social Work series and the qualification requirements for the new proposed HSP series is attached for your information. The class specifications for this new series should also be available at the HRD home page by May 16, 2004.)

By May 16. Social Worker positions in DOE, DHS, and DOH that are vacant will be reallocated to the new HSP series. This will facilitate the filling of the positions as rapidly as possible.

By May 16. A two-week open competitive recruitment for two levels in the new Human Services Professional series will begin. All individuals who applied for our Social Worker recruitments as well as the current eligibles on our certified Social Worker lists will be contacted in writing about the new HSP recruitment. Interested applicants should be on the lookout for our published notice of this open competitive recruitment.

Other Relevant Information

Recent discussions with State legislators and interested organizations have resulted in the heightened concern for the chronic shortage of interested applicants to fill State Social Worker positions. While the new HSP series will help to alleviate this problem, the shortage is still a multifaceted problem and one which will not be solved by simply creating a new class series. Constructive input from institutions of higher education and the National Association of Social Workers have suggested additional and/or longer-term solutions. In order to give these suggestions more consideration, we will not be abolishing the current Social Worker series immediately. We will also not be moving filled Social Worker positions (other than those in the Hawaii Paroling Authority) out of that series on May 1, 2004, as previously planned.

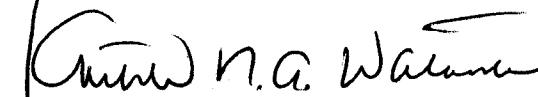
Our Classification Study has involved many employees and supervisors over a substantial period of time. The time and input of those involved is greatly appreciated. In addition, our Study has evolved from four separate proposals during the past six months and, based on substantial discussion with the employing departments, it has culminated in what we believe will best meet the employing departments' needs. To explain the effects of this Study, we conducted briefings with groups of employees, supervisors, and managers, as requested by the employing departments. Our intention was to provide each Social Worker and supervisor with the same information prior to the planned roll-out on May 1. If we were not able to meet with you, it was because the employing departments had preferred that they brief you instead. Although we will no longer use May 1, 2004 as the planned roll-out date for all of the proposed changes, we will keep you informed as to our efforts to implement our Social Worker Classification Study.

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Your patience with this endeavor and your role in helping the needy and vulnerable individuals within our community is much appreciated.

Thank you for your understanding and patience.

Very truly yours,

A handwritten signature in black ink, appearing to read "Kathleen N. A. Watanabe". The signature is fluid and cursive, with a large initial "K" and a long horizontal stroke at the end.

Kathleen N. A. Watanabe
Director

Attachment

Comparison of Qualification Requirements

The qualifications required for the Human Service Professional are not "less than" those required for the old Social Worker classes, either in terms of academic degrees required or the experience required. They are broader."

These differences can be seen in the display below which shows the qualifications for new college graduates, with a baccalaureate degree but without work experience. Such individuals are normally hired at the entry level (i.e., Social Worker I or HSP I). Also shown are the qualifications for those with an advanced academic degree or relevant work experience who are normally hired at the SW III or HSP III level.

Current Social Worker Classes

New Human Service Professional Classes

Requirements for entry at the I level (i.e., basic requirements for entry to occupation)	
Bachelor's degree with a minimum of 12 semester credits in such courses as psychology, sociology, social welfare, social work or other related social science. No experience required.	Bachelor's degree with a minimum of 12 semester credits in behavioral sciences courses such as psychology, sociology, social welfare, social work counseling, criminal justice, human services, or other behavioral science. No experience required.
Requirements for qualification at the III level (Applicants must have <u>either</u> the required education <u>or</u> the required experience in addition to the Bachelor's degree)	
Education	
Successful completion of a course of study leading to a master's degree in social work.	Master's degree in counseling, psychology, social work, social welfare, sociology or other behavioral science which included successful completion of a practicum or internship.
Experience	
½ year of work experience providing social welfare services and 1 year of progressively responsible professional social work experience (specifically excluded are experience in providing vocational, educational, psychological, or pastoral counseling)	1 ½ years of progressively responsible professional work experience which involves helping individuals and their families find satisfactory ways of addressing their problems, coping with their conditions, and/or functioning effectively within their environments. Usually includes an evaluation or assessment of the client's problem/deficiency/condition; the development of a service treatment plan; the initiation and implementation of services.